



TERRY L. STEWART - DIRECTOR

NOVEMBER-2000

The Arizona Department of Corrections Honors Its Own

The Arizona Department of Corrections paid tribute to its administrative and staff employees at the October Quarterly Administrator's Meeting in Mesa. Employees received awards in four different categories including Length of Service, Director's Unit Citations, Community Service Awards and Meritorious.

The following recipients were given Community Service awards that recognized their contribution... "in the face of danger, preservation of another's life, or other significant acts of selflessness in support of community peace and public welfare which reflect positively upon the Department."



Director Stewart and Joseph S. Profiri

Recently, Special Investigations Supervisor **Joseph S. Profiri** demonstrated his concern for public safety when he assisted in the arrest of a reckless driver on the Maricopa Freeway. He had been heading home from work when he came up on two vehicles engaged in *road rage* near the Durango curve. Their level of

violence toward one another was creating a dangerous situation for the other commuters on the freeway.

Supervisor Profiri called 911 from his cellular phone and told the Communications Center about the escalating situation. They dispatched a Phoenix Police Officer to the area so he stayed on the line while he continued to follow the vehicles.

One vehicle lost control and Supervisor Profiri stopped and instructed the driver to wait for police. But the driver ignored Supervisor Profiri and he then proceeded to drive backwards to the 24th Street exit. Due to Supervisor Profiri's persistence the Phoenix Police Department was able to meet the driver near that exit and apprehend him on alleged counts of endangerment and disorderly conduct.

Early one morning this past July, four off-duty members of ASPC-Lewis including Contract Teacher **Vonda Bykerk**, Correctional Registered Nurse **Dell Robinson**, Correctional Officer III **Harlan Robinson**, and Contract Teacher **Charlotte Scott** stopped at a roll-over accident on Interstate-10 and provided assistance to the victims. A Sport Utility Vehicle rolled over near Jackrabbit Road and three of its occupants were seriously injured.

While waiting for paramedics, the employees delivered some first aid and helped to keep the victims calm. Once the



From Left to Right: Director Stewart, Dell Robinson, Harlan Robinson, Charlotte Scott and Vonda Bykerk

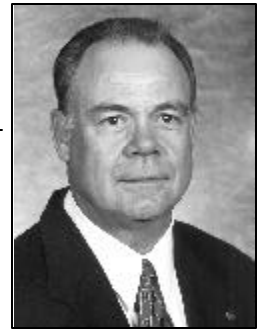
Buckeye police and fire departments arrived the employees stayed and took instruction on how to assist the paramedics in treating those victims. As a result, they provided some basic patient care and the paramedics were able to focus their attention to the more serious injuries.

In February of this year several off-

continued on page 8

DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



It's one of the 10 commandments. Our parents and role models have taught it to us. We have learned it in children's stories such as Pinocchio and American tales like George Washington and the Cherry Tree -- always tell the truth!

Think of all the things you do during an average day; all the interactions you have with many different people, many of them while at work. Do you usually do the right thing and provide truthful responses to situations and questions? If you are like most people, the answer is yes, you do. Can an occasional digression hurt? If you are at work, the answer is that it CAN and WILL hurt. It can hurt you, your coworkers, the Department, even your family.

You have undergone many transitions during your employment with the Department of Corrections. You began by completing a job application, one in which you were requested to provide accurate answers to many questions, relating to such things as the possibility of drug abuse, incarcerated relatives, and your general background regarding any criminal/arrest history.

A significant number of correctional cadets are rejected from the process right then and there. Once the

background check has been completed, it is a simple matter of matching it with the applicant's responses. Unfortunately, in some cases, the applicant has decided to be less than truthful. To make matters worse, in many of these cases the truth is less harmful than the lie itself. That is to say, if the applicant had simply been forthright, they may not have been rejected at that point. What they end up being rejected for is lying on the application.

Think of the everyday activities involved with your employment. The many written and verbal reports you provide, or are asked to provide, must be truthful to be of any use in our profession. Whether providing information during an investigation, while being administered a polygraph, or simply completing an Information Report, the level of accuracy and truth you provide can affect all future reports you author. Those future reports can quite effectively be rendered useless, in fact, if you hold a track record of dishonesty. It can even affect any future employment possibilities, as the information will remain in your file always. The negative repercussions are endless.

Let me provide an example. Let's say that at some point in your career,

you were found by the Department to have been untruthful during the course of an investigation. Perhaps you were disciplined for it. Regardless, there then exists a written record, for the world to see, indicating that the Arizona Department of Corrections found you to be an untruthful employee.

Now let's say that at some point after this event, you have been called into court to testify about a work-related incident with which you were involved. You can bet that the opposing legal team will produce for the court the very document in which the Department has officially stated that you were found to be an untruthful employee. This would raise the obvious question in everyone's mind - if the ADC does not believe this employee to be truthful, then how or why should the court?

It is simple to see why it is so vitally important that we all maintain our integrity through truthfulness. Your reputation rides on it. Remember that a bad reputation is very easy to get, and nearly impossible to shed. Without our integrity, we have nothing.

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ACA Convention Receives Support of ADC



Dr. Thomas Lutz addresses a group on "Telehealth"

Director **Terry Stewart** was one of several ADC employees who recently participated in the American Correctional Association's (ACA) 130th Congress of Corrections held in San Antonio, Texas. Director Stewart has been actively involved in ACA over the years and most recently he was a presenter

at the Congress training conference speaking at workshops. In addition, Director Stewart has served for two years as the chairman of ACA's Staff Safety Issues Ad Hoc Committee.

During the conference APPCA President **Carl Nink**, moderated a session about the positive benefits to employee safety through training.

Nink also served as a speaker with Deputy Director of Inmate Health Services Dr. **Thomas Lutz** who gave a presentation on "Telehealth: It's Time Has Arrived."



When Sgt. **Dennis Pickard** is not busy instructing ADC employees on how to properly use fire arms he is a willing target in a pie-throwing contest to raise funds for the State Employees Charitable Campaign. The pie-throwing contest was part of the "Lunch on the Lawn" fund-raiser sponsored by employees of ASPC-Florence. Sgt. Pickard also volunteered to wear a wig while his coworkers paid \$1 for the chance to hit him with a pie. The "Lunch on the Lawn" event raised \$400 for SECC.

Halloween Costume Gets Taken off the Market

ASPC-Tucson Warden **Glen Parin** helped to ward off what might have been a dangerous Halloween "trick" and certainly not a "treat."

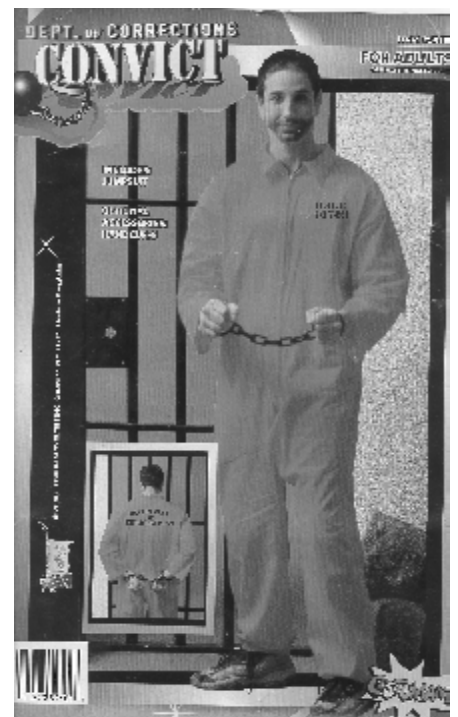
A local retail store, "Party City," was carrying a Halloween costume that had a striking resemblance to the Arizona Department of Corrections inmate uniform. The uniform pictured here is an orange jumpsuit that had 'DOC' with an inmate number on the front left chest and "Department of Corrections" printed across the back. The difference is that ADC uniforms have ADC written in bold print down the leg or across the back.

"Even though the costumes did not say ADC, I was concerned that it could lead to instances of false sightings or the

misuse of police officers on Halloween," Warden Parin said. To prevent any confusion over the costume, he issued an internal security alert regarding the possibility of false sightings.

KVOA Channel 4 Tucson also shared the warden's concern. Following an interview they conducted with the warden, the news station also interviewed the assistant manager of Party City who then decided to pull the costume from its shelves.

"I was pleased to hear that they decided not to sell the costumes. The next day I went to Party City and thanked the assistant manager for his cooperation and understanding," Warden Parin commented.





To Director **Terry Stewart:**

I am troubled in a big way. I find it a defamation to the memory of Officer **Brent Lumley** to have his name associated with the word “vampire.” His character and beliefs encompassed taking care of the people and inmates of the State of Arizona with whom the Department has entrusted its officers. For five years he did his job to the best of his ability.

Brent Lumley stood for all that is right in this Department and the world in general.

To complain about the Department in this way is not helping a cause. In no way can the participants of the “Lumley Vampire” or their associates be helping the Department. If the people who are helping with this endeavor really cared about the Department they would work from the inside and not by using an avenue that gives no reference to their identity. I will always put my name on what I believe in and what is right for the Department.

I think my Lieutenant said it best when he said, “Brent Lumley is in the loving hands of God now and he should be left there.”

Jeffery Tisdale Sr, CO II
ASPC-Perryville-Complex Security

The following is a letter that was initially sent to the “Lumley Vampire” editor but never printed. The author then asked us to print his letter in Directions.

If it is not possible to publish my entire message or if you choose to edit it or take it out of context, please do not post it. In addition, if you choose to

publish my comments include my name. I have never put a pen to anything without doing so.

As the comedian Dennis Miller has said “I don’t want to get on a rant,” but having subscribed to your news letter for just a brief time, I only feel comfortable commenting on issues I am knowledgeable about. My observations primarily pertain to level one, two, and three yards. I feel your observations about the “good old boy group” is probably factual but I am certain that you realize this group is solidly entrenched in all walks of life. Consequently, we should not get too excited about things we do not have the power to change.

In one of the letters you posted the writer referred to the “big picture.” I believe that only a minority of ADC employees understands the meaning of this theory. You only need to look at the logistics side of the Department to confirm this assertion. In more than forty years of work experience, I have never observed an organization comparable to our size that is so grossly inadequate in both maintenance and material management. However, this is a “good old boy group” problem, so I will refrain from commenting. I will also refrain from commenting on the nonexistent officer retention program, (a subject close to my heart), until I have discussed it face-to-face with the Director. This is also a “big picture” item.

Officer Safety seems to be the main theme of your newsletter and rightly so. In the last two years, I have only observed a few minor altercations in the ASPC-Lewis Stiner Unit, none of which I would blame on staff shortages. From my perspective poor people handling skills resulting from inexperience, or in one case incompetence, influenced the episodes. It appears the dumb and dumber rule

seems to apply. An inmate does something dumb which causes the inexperienced officers to do something dumb, and then the inmates do something dumber. Finally, the unit is forced into a lock down situation and has to rely on the Tactical Service Unit.

It is my belief that a majority of the frivolous disciplinary reports are written by only two percent, of the officers. These officers have no people handling skills. However, this does not mean that we should stop investigating the complaints in the so-called frivolous disciplinary reports.

The same can be said of the inmates sent to the Detention Unit. There are probably only eighty percent of the inmates sent to this unit by the same two percent of officers. In my opinion this small group of officers represent the largest officer safety problem. These officers are commonly known as “kick starters.” You can easily recognize them by their comments about inmates. “F@#K em, they are only inmates” is their favorite saying.

Most of the officers that work at the Stiner Unit already have, or are in the process of developing, good people handling skills. The 2 percent that do not have good people handling skills are a threat to yard safety and I can only guess that this is a problem statewide. To my knowledge, COTA has no adequate curriculum available to teach people handling skills to officers.

I assert that the same officers who keep inmates in total compliance without writing frivolous disciplinary reports are the finest officers of the Arizona Department of Corrections. I wish I could say I am one of them but I still have a lot to learn.

While your idea of a statewide IMS lock down on November 20 is praiseworthy in some ways, without

Mailbag

the Governor's blessing it is ludicrous at best. If a unit fails to turn out a Hickman work crew the warden through the sergeant involved would be employed at Circle K. The repercussions of such an event could affect all of ACI. As for not turning out internal work crews this would achieve nothing.

I have read some postings in your news letter by officers who suggest that inmates do not deserve a thing because they are in prison. This is untrue because Arizona citizens who pay for our salaries have mandated that inmates are entitled to specific considerations. Please pay attention to the word entitled. These officers confuse it with the word deserve. If they could understand the difference of these two words, the yards would be a lot safer to work. I support your 'ADC -free' strategy for all officers who cannot appreciate the difference between entitle and deserve.

I understand that by submitting my message, I will be denounced as an inmate lover. If there are only two classifications of officers, inmate lover or inmate hater, I choose to be the former because the latter symbolizes ignorance and immaturity. I neither love nor hate inmates. I am indifferent to all of them. In closing, I would like to say keep up the good work. Your newsletter is beneficial to our Department in more ways than you can imagine.

COII G. Woolery
ASPC-Lewis /Stiner unit

To **Nancy Hughes:**

I want to take this opportunity to remark about the excellent service I received from **Sharon Mayes**

(Criminal Justice Support Bureau Administrator). I deal with numerous people on a daily basis and get varying degrees of help. She was extremely knowledgeable regarding her job, was willing to take the time to listen to my questions, explain answers and offer solutions.

Sharon is an outstanding individual who cares about her job and the people she serves. In times when the work ethic of government employees is questioned, she is a shining example of dedication and hard work.

Buster D. Johnson
Supervisor District III
Mohave County Board of Supervisors

To Director **Terry Stewart:**

Thank you for the distinguished manner in which the Arizona Department of Corrections presents itself. The spring Employees Awards Ceremony captured my imagination and won my respect. It was an honor to be included. My special thanks to Deputy Warden **Kensil**, and Assistant Deputy Warden **M. McCormick** for their nomination.

The written program and the ceremony itself both were impeccably designed and executed.

The outstanding range of achievements and the impressive turnout of upper management and Department employees made the entire event a magnificent peak experience for me; the proudest moment of my 16 years thus far of service as a corrections employee.

Stephen Gladish
Correctional Education
Programming Technician

Even though I was only an intern, everyone in Community Supervision treated me as an equal professional. I attended the same training as entry-level parole officers and managed a small caseload. I received training on drug testing, behavioral therapy, and working with female offenders. My supervisor, **R.J. Stout** made an effort to assign me cases with a variety of issues including sexual abuse, mental health, domestic violence, substance abuse and issues of family reunification.

Everyone I encountered in the past year was always professional and willing to donate a few minutes of their time to help me and answer my questions.

During my internship I developed an interest in mental health treatment and mentioned it to Bureau Parole Administrator **Nancy Schoemig**. She had an internship set up for me. This is an internship I thought I could only dream about!

I am proud to be part of a professional organization that takes interest in the education of future professionals. It is an honor to continue my education with ADC. I thank everyone who has played a part in my training over the last year.

Melissa Dearmont-Wibbels
Student Intern
ASPC-Phoenix Alhambra



Have you browsed the ADC Website lately?

By Paul Lamprill, ADC Web Master

Did you know that the ADCWeb, adcpisoninfo.az.gov has a '**HOME PAGE**' that will take you in any of 35 different directions under four different categories - **INFORMATION**, **FEATURES**, **TOOLS** and **ASSOCIATED SITES**? The interactive home page also features a movie clip of a security door closing, illustrating our mission!

*Site **TOOLS** make navigating and searching the extensive ADC site easier.

There is a **LOW GRAPHIC** version of the Home Page and site for users whose browsers may not support graphics, or whose internet connections may be slower.

There is a **SITE MAP**, itemizing all of the major 'pages' in the form of direct links for speedy navigation as a visual plan.

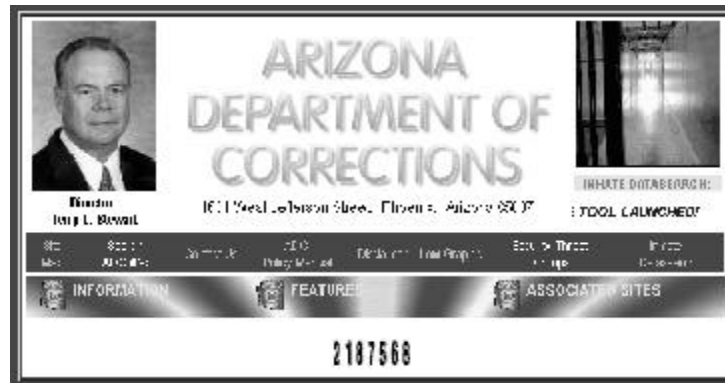
Our site-specific **SEARCH ENGINE** allows any user to search for references to any topic or name currently displayed anywhere on the site. By exercising an option, this engine can also be used to search the entire world wide web.

The complexity of communicating with the Agency and reaching the right division directly is simplified for the user with our **CONTACT US** provision of email forms, addresses and listing of divisional groupings.

The **ADC Policy Manual** which governs our day-to-day operation is available and navigable with a few mouse clicks.

An extensive **SECURITY THREAT GROUP** feature has been developed. This is a comprehensive outline of the Threat Groups, and their sub-cultural identifiers.

Recently the **Inmate Datasearch** feature has been added to the site. This feature enables any member of the public to browse information on any specific inmate in our system, and most who have ever been in ADC custody, through a name or ADC# search. The public information available is perhaps the most comprehensive of its kind in the USA. There are plans about to be implemented for even more detailed information to be presented, including many more inmate photographs. This feature has proved very popular with the general public, employers and other law enforcement agencies.



*The **INFORMATION** route provides **Latest News** about the Agency, in addition to Judicial and Industry Developments that may impact ADC, or be of general interest.

Our **Mission Statement** and Code of Ethics are there for ready reference.

Answers to **Frequently Asked Questions** by the public on over three dozen topics are here for the looking.

All the current statistics and information relating to each ADC Facility can be found under **Prison Information**, including location, visitation schedules, programs, bed capacities and contact information.

Statistics are provided at frequent, regular intervals relating to the make-up of the inmate population, costs and movement.

ADC's respective administrative **Divisions** are depicted in simple chart form, and provide many function and personnel details.

Information about **Inmate Programs** including the Family Assistance Program, is detailed and comprehensive.

ADC's News Releases, Annual Reports and other publications including **DIRECTIONS** magazine are all accessible through the **Reports** page.

Our **Inmate Health Service** has extensive coverage, including many bilingual health information sheets which can be printed and distributed.

*The **FEATURES** option provides extensive information on Agency functions and the weekly listing of **Employment Opportunities**.

Officers who have made the supreme sacrifice are honored **In Memoriam**.

Items of inmate skill and craftsmanship,

obtainable through the **Arts and Crafts Outlet Store** are cataloged for inspection. ACI products are also outlined, with contact information and a link to the ACI website ACI.AZ.GOV

The rich and absorbing **History of ADC** is presented in snapshot fashion, and includes details of prison complexes,

political and social developments, and specific details of thousands of inmates admitted during the first 100 years of ADC.

Death Row, ever the focus of attention, contains extensive information about our inmates, past and present, details of crimes and the execution processes.

Profiles of Arizona's **Most Wanted Fugitives** place fugitive details and images on computer screens everywhere.

Our most recent **Annual Report**, the 1999 edition, has been added to the site and an easy link to it is provided.

*Additional information in the form of **ASSOCIATED SITES** broadens the perspective of ADC's web. A link is provided to the searchable Arizona **DPS Sex Offender Website** database.

The **ADC Community** links us to information about Staff activities and campaigns. Information on the **Correctional Officer's Retirement Plan** including the CORP handbook, is accessible.

The **Community Outreach** page provides connections to information about towns and facilities local to our more remote Prison Complexes.

A link is provided to the professional journal **Corrections Connection** which always has current information of interest to our employees. **Other State Correctional Agencies**, and similar institutions are grouped in an easy to use listing. A link is provided to our sister agency, the Arizona Department of **Juvenile Corrections**, as is a link to our mother organization, the **State of Arizona** and the Governor's Office.

***Suggestions** for site developments are always welcome by the Webmaster.

Web Site Devoted to Fallen Correctional Officers

by Nicole Duquette, Media & Public Relations Intern

Arizona's fallen correctional officers are among hundreds listed in "The Correctional Officers Memorial Wall," a web site created by a New York State Officer to honor correctional officers and employees from all the states killed in the line of duty.

Officer Jim Holtz has worked at the Attica Correctional Facility in New York for most of his six years as a correctional officer. He began his Internet web site, www.geocities.com/nysco1040/index.html, four years ago because of his dismay over the fact that fallen officers and other employees were not getting the recognition he felt that they deserved.

"It is important that people become aware of how dangerous the correctional line of work can be," Holtz said.

"I spend a lot of time doing research," he said, "because this is a one-man operation." Officer Holtz maintains the web site on his own and in his spare time. "I have spent entire vacations working on this site."

He said he has to depend on other agencies and individuals to contact him when someone dies. "I search the world wide web and check news casts on a daily basis, but I just don't have the time to look everywhere," he said.

Officer Holtz stated that he doesn't keep up the wall for himself. "I hope that by getting the information out about how many of us (correctional employees) have died, it will help stop the negative image that we sometimes carry from other law enforcement."

One of the main motivations that Holtz said drove him to start the site was that the three correctional employees who died in the 1971 riot at Attica Correctional Facility have not been acknowledged by most memorials. There were eight correctional officers and three other employees who died in the four day New York disturbance that rocked the correctional industry.

To provide Officer Jim Holtz information for his web site he can be e-mailed at nysco1040@aol.com.



Officer Jim Holtz

S.M.A.R.T. CONFERENCE HELD IN PHOENIX

by Tom Litwicki, Southern Region Substance Abuse Supervisor

At its September 15-17, 2000 national conference of Self Management and Recovery Training (S.M.A.R.T.), Tom Litwicki, Regional Substance Abuse Supervisor, spoke on how to develop and implement S.M.A.R.T. Recovery in a prison setting. The conference was sited in Phoenix partially due to the Arizona prison system's strong support of its programming, according to S.M.A.R.T. Recovery Board member Dr. Joe Gerstein.

The S.M.A.R.T. Recovery program, rooted in rational emotive behavior therapy (REBT) principles, is a relatively new self-help/mutual-help group emerging throughout the country. ADC has been on the front lines of this effort, offering this new approach to the inmate population in the form of the *Thinking*

Straight pre-treatment program and continuing prison-based S.M.A.R.T. Recovery groups.

Litwicki's talk focused on how ADC's strategic implementation of the program included research and development; operation of a five-unit pilot; seeking approval of Director Stewart for program implementation; and subsequent expansion Department-wide. He also discussed how to manage various implementation problems and how to sell the program to staff.

Also attending the conference were almost fifteen other ADC staff who work in Prison Operations, the Office of Substance Abuse Services, and Inmate Health Services / Mental Health.

What's On Your Mind?

Department employees now have a forum to ask the Director in-depth questions about the Department, its policies, future changes, or anything related to corrections.

Send your questions to What's On Your Mind, Directions Editor Virginia Strankman, Media & Public Relations, 1601 W. Jefferson, Phoenix, AZ 85007. We will publish as many responses as we can in future issues of *Directions*.

Please submit your questions in a typed or printed format. Questions can be anonymous. The employee's name will not be printed when the response is published.



From Left to Right: Director Stewart, Steven Garcia, John Linder, Robert Miranda, Jason Montiel, Francisco Fimbres and Ron Pickinpaugh (not present Javier Becerril, Guadalupe Becerril and Sonia Villareal.)

duty Arizona Department of Corrections officers administered first-aid and assisted in traffic control on State Road 79. Near milepost 109 there was a three-car accident. One victim especially, was trapped inside their car and had serious injuries.

Through rainy cold weather these officers aided the victims and controlled traffic until paramedics and a helicopter from University Medical Center arrived. They used a first aid kit from one of their cars to aid the victims and the headlights from their cars to illuminate the scene. In doing so it was easier to assist the patients and helped to alert traffic of the problem.

Department of Public Safety Officer Lujan was one of the persons who responded to the scene. He said, "These correctional officers could have looked the other way and continued home. But their assistance prevented further accidents. On behalf of DPS, I would like to thank them for their help."

Sergeant **Charles Adair** heard a noisy ruckus going on outside his residence in Phoenix one day last spring, and observed a police officer in pursuit of a fleeing suspect who was refusing the officer's commands to stop and lay down. After Sergeant Adair identified himself and offered his assistance, he began to assist in the pursuit by picking up the officer's dropped radio, and calling for more police assistance. The two continued to chase the suspect on foot, and at one point, the suspect turned and challenged the policeman to shoot him. He was eventually apprehended after other police units arrived and were able to corner and take down the suspect. It turned out he had just robbed a

nearby bank, and had been tossing cash and drugs as he was running to avoid capture. Sergeant Charles Adair was thanked by the Police Department for his assistance and willingness to participate in a pursuit of an armed robber.



Director Stewart and Officer Chad Lares

This past January, during a family outing at the Verde River Correctional Officer II **Chad Lares** of ASPC-Eyman jumped into freezing water to rescue fellow Correctional Officer Deborah Bachman from drowning. Bachman lost her footing and fell into the river attempting to help her dog cross the river. As the rapids carried her down the river, she hit rocks, branches and went underwater several times. When Lares pulled Bachman out of the river, she had severe bruises and scrapes to her lower extremities, swallowed a large amount of water, was in shock from the 30 degree water and started to suffer from hypothermia.

Correctional Officer Bachman said, "Because Officer Lares risked his life to save me, I will be forever grateful. I honestly don't think I could have pulled myself from the currents and the freezing water. I will always remember Officer Lares as being a courageous man."

Length of Service Awards 25-Year Years

Floyd Adams, Correctional Officer II, ASPC-Eyman; **Harold Gabbert, Jr.**, Correctional Officer III, ASPC-Phoenix; and **Rickey Stevenson**, Parole Officer III, Tucson South Parole.

Director's Unit Citations

Bachman Unit Startup Staff, ASPC-Lewis; **Fort Grant Unit**, ASPC-Safford, **Education Department**, ASPC-Yuma, **Community Supervision Transportation Team**, and **Decentralized Statewide Transportation Team**, Prison Operations.

Meritorious Service Awards

Cheryl Bennett, Executive Staff Assistant, Community Corrections; **Ben Fisher**, Physical Plant Supervisor I, ASPC-Perryville; **Ruth Granillo**, Correctional Officer III, ASPC-Florence; **Carol Kreider**, Correctional Registered Nurse Supervisor I, ASPC-Tucson; and **George Klingberg**, Special Investigator, ASPC-Florence.

Community Service Awards

Charles Adair, Sergeant, ASPC-Perryville; **Javier Becerril**, Correctional Officer II, ASPC-Florence; **Guadalupe Borboa**, Correctional Officer II, ASPC-Eyman; **Vonda Bykerk**, Contract Teacher, ASPC-Lewis; **Francisco Fimbres**, Correctional Officer II, ASPC-Eyman; **Joseph Profiri**, Special Investigations Supervisor, ASPC-Lewis; **Steven Garcia**, Correctional Officer II, ASPC-Eyman; **Chad Lares**, Correctional Officer II, ASPC-Eyman; **John Lindner**, Correctional Officer II, ASPC-Florence; **Jason Montiel**, Correctional Officer II, ASPC-Eyman; **Robert Miranda**, Correctional Officer II, ASPC-Eyman; **Ron Pickinpaugh**, Sergeant, ASPC-Florence; **Dell Robinson**, Correctional Registered Nurse, ASPC-Lewis; **Harlan Robinson**, Correctional Officer III, ASPC-Lewis; **Charlotte Scott**, Contract Teacher, ASPC-Lewis; **Sonia Villareal**, Correctional Officer II, ASPC-Florence.